Recommendation of the University Committee to add to Chapter 5 of UWM Policies and Procedures the following sections 5.50-5.53:

5.50 Layoff and Termination for Reasons of Financial Emergency. Rules and procedures to be followed in a state of financial emergency are outlined in Wis. Adm. Code Chapter UWS 5.

5.51 Seniority. Recommendations designating which individuals are to be laid off or terminated as a result of financial emergency are made by the tenured faculty members of the affected department(s) under the provisions of Wis. Adm. Code sections UWS 5.07 and 5.08. For this purpose, seniority within a department or non-departmentalized school shall be determined according to the following criteria, listed in order of seniority:

(1) Tenured faculty by rank, beginning with professor, and within rank, according to length of service in the institution at that rank.

(2) Non-tenured faculty by rank, beginning with assistant professor, and within rank according to length of service in the institution at that rank.

(3) Faculty members over the age of 65, beginning with professor.

5.511 Computation of Length of Service.
Length of service shall be computed from the effective date of the initial appointment to each rank in the University of Wisconsin-Milwaukee, except that in the case of an initial appointment with tenure the dean may, on the recommendation of the departmental executive committee, grant additional seniority by counting all or a portion of service elsewhere at the rank granted. The letter of appointment shall indicate the nature of the seniority granted if it is other than from the effective date of the appointment.

(1) If two or more appointments at the same rank in the same department or non-departmentalized school become effective at the same time, relative seniority among the individuals involved shall be determined by a random process prior to the effective date of the appointments. If two or more individuals currently employed have identical seniority, then a process of random selection will be employed to give each a unique seniority position.

(2) The period of an approved leave of absence is included in determining length of service.

(3) If a faculty member is reappointed after having left the University, the reappointment shall be treated as an initial appointment and previous service in the University considered on the same basis as service elsewhere as provided in 5.511.

5.52 Faculty Hearing Committee. In the event the board declares a state of financial emergency, a faculty hearing committee shall be convened to serve for the duration of the emergency under the provisions of Wis. Adm. Code sections UWS 5.11 through 5.13. Membership of this committee shall be constituted as follows:
(1) The chairman of each divisional executive committee;

(2) One faculty member from each division appointed by the executive committee of that division; the term of appointment to be determined by such committee.

(3) The chairman of the University Committee.

5.53 Use of University Facilities by Faculty on Layoff Status. Faculty on layoff status will be entitled to use University-wide facilities. Use of the facilities of a school, college, department, or program will be determined by the faculty thereof.

University Committee
Carol Baumann
Gerald Gleason
Marilyn Miller
Corliss Phillabaum
Howard Schroeder
Leon Schur, Chairman